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Thomas J. Stribling
Executive Director -
Labor Relations

April 2, 2020

Mr. Jim Byrne
Assistant to the Vice President
CWA District 2-13
230 S. Broad Street, Floor 19
Philadelphia, PA 19102

Re: CARES Act - Verizon Health Care Account and the Verizon Dependent Care Account

Dear Jim,

Consistent with Section 3702 of the Coronavirus Aid, Relief, and Economic Security Act ("CARES Act") signed into law on Friday, March 27, 2020, effective as of January 1, 2020, the definition of eligible health care expenses under the Verizon Health Care Account and the Verizon Dependent Care Account for Mid-Atlantic Associates (the "Plan") will include over-the-counter medical products obtained without a prescription from a physician and menstrual products, in either case to the extent permissible under Section 3702 of the CARES Act.

This agreement is without prejudice or precedent to any position that any party to this agreement may wish to take in any other proceeding involving any matter. This agreement, shall not be cited by any party in any proceeding in any forum including, but not limited to, any arbitration or matter before any federal, state or local court or administrative agency, involving any matter, except as necessary to enforce the terms of this agreement. This letter contains the entire agreement between the parties with respect to the matters described above.

Please indicate your agreement with the above by signing a copy of this letter where indicated and returning it to me.

Very truly yours,

Thomas J Stribling
Executive Director - Labor Relations

Agreed for the Union:

Date:

4/2/20